SWCD Supervisor Recruitment Tool

This tool helps identify some desired characteristics and current gaps of SWCD supervisors. Whether this tool is utilized by a single individual, nominating committee, or SWCD Board, mark the grid for each characteristic that is filled presently by one or more SWCD supervisors. After that, it will be easy to identify gaps needed to be filled. Note the numbers represent current supervisors and the letters represents the name of a prospective supervisor. *Tip:* this exercise could also be expanded to include staff, active associate members, etc. to give a more comprehensive view of the SWCD.

Categories To Consider	Current SWCD Supervisors				Prospective SWCD Supervisors					
					_		_		_	_
Geographic Location	1	2	3	4	5	Α	В	С	D	E
City										
Town										
Suburbs										
Rural										
Farm										
Financial Position										
Retired										
Salary/Hourly Wage										
Self-employed										
Length of SWCD Service										
More than 12 years										
6-12 years										
·										
3-6 years Less than 3 years										
Less than 5 years										
SWCD Committees										
Audit										
Budget										
Education										
Forestry										
Nominating										
Personnel										
Soil and Water										
Other:										
Desirable Qualities										
District Interests High Priority										
Fund Raising Abilities										
Good Judgment/Integrity										
Good Listener										
Good Public Speaker										
High Tolerance of Criticism										
Innovative										

Desirable Qualities (cont.)								
Likable								
Networks Within Community								
Professional								
Progressive								
Promotes Conservation								
Proven Performer								
Respected Community Leader								
Strong Leadership Skills								
Supportive Family & Friends								
Time for Commitment								
Trainable								
Unbiased								
Understands Nat. Res. Issues								
Area of Expertise/Skill								
Advertising								
Ag Production								
Business								
Communications								
Construction								
Development								
Education								
Federal Government								
Relations								
Finance								
Forestry								
Fund Raising								
Horticulture								
Land Use Planning								
Law								
Legislative Process								
Local Government Relations								
Management/Organization								
Personnel Management								
Public Relations								
Real Estate								
Sales and Service								
Soil Resource								
State Government Relations								
Urban Conservation								
Water Resource								
Tracer resource								
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SWCD Supervisor Recruitment Tool: Form for Individuals

This tool helps identify some desired characteristics and current gaps of current SWCD supervisors. Please fill out the form below according to instructions given by the SWCD. Your background and strengths will then be compiled into a master document with other Supervisors' responses to help show the Board as a whole. *Tip:* this exercise could also be expanded to include staff, active associate members, etc. to give a more comprehensive view of the SWCD.

Categories to Consider	Myself
Consumbial analism	
Geographic Location	
City	
Town	
Suburbs	
Rural	
Farm	
Financial Position	
Retired	
Salary/Hourly Wage	
Self-employed	
, ,	
Length of SWCD Service	
More than 12 years	
6-12 years	
3-6 years	
Less than 3 years	
SWCD Committees	
SWCD Committees Audit	
Audit	
Audit Budget	
Audit Budget Education	
Audit Budget Education Forestry	
Audit Budget Education Forestry Nominating	
Audit Budget Education Forestry Nominating Personnel	
Audit Budget Education Forestry Nominating Personnel Soil and Water	
Audit Budget Education Forestry Nominating Personnel Soil and Water	
Audit Budget Education Forestry Nominating Personnel Soil and Water Other:	
Audit Budget Education Forestry Nominating Personnel Soil and Water Other: Desirable Qualities	
Audit Budget Education Forestry Nominating Personnel Soil and Water Other: Desirable Qualities District Interests High Priority Fund Raising Abilities Good Judgment/Integrity	
Audit Budget Education Forestry Nominating Personnel Soil and Water Other: Desirable Qualities District Interests High Priority Fund Raising Abilities	
Audit Budget Education Forestry Nominating Personnel Soil and Water Other: Desirable Qualities District Interests High Priority Fund Raising Abilities Good Judgment/Integrity	
Audit Budget Education Forestry Nominating Personnel Soil and Water Other: Desirable Qualities District Interests High Priority Fund Raising Abilities Good Judgment/Integrity Good Listener	
Audit Budget Education Forestry Nominating Personnel Soil and Water Other: Desirable Qualities District Interests High Priority Fund Raising Abilities Good Judgment/Integrity Good Listener Good Public Speaker	
Audit Budget Education Forestry Nominating Personnel Soil and Water Other: Desirable Qualities District Interests High Priority Fund Raising Abilities Good Judgment/Integrity Good Listener Good Public Speaker High Tolerance of Criticism	

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Desirable Qualities (cont.)	
Professional	
Progressive	
Promotes Conservation	
Proven Performer	
Respected Community Leader	
Strong Leadership Skills	
Supportive Family & Friends	
Time for Commitment	
Trainable	
Unbiased	
Understands Nat. Res. Issues	
Area of Expertise/Skill	
Advertising	
Ag Production	
Business	
Communications	
Construction	
Development	
Education	
Federal Government	
Relations	
Finance	
Forestry	
Fund Raising	
Horticulture	
Land Use Planning	
Law	
Legislative Process	
Local Government Relations	
Management/Organization	
Personnel Management	
Public Relations	
Real Estate	
Sales and Service	
Soil Resource	
State Government Relations	
Urban Conservation	
Water Resource	